

## **CITY OF TEMPE EXECUTIVE INTERVIEWS DIVERSITY QUESTIONS**

### **Oversight Committee**

- Have the goals of the Oversight Committee been attained?
- Do you feel the Oversight Committee has been effective?
- If so, how so?
- If not why not?

### **Task Force Progress**

- Where do you see the City today in terms of Diversity?
- Diversity Issues/Progress
- How has city staff been responding to the Diversity efforts?
- How does city staff feel?
- How do you feel?

### **SOLVE Program, Safe Haven**

(SOLVE)

- Has Tempe's culture changed since the audit?
  - If so, for the better or the worse?
  - Examples
- Are top management messages and directives clearly conveyed and well understood?
- Has management fulfilled its promises in supporting diversity?
- Do employees understand what they need to do to be promoted?
- Did managers, supervisors and employees work together to implement the diversity audit recommendation?
- How has the Safe Haven program worked in conjunction with SOLVE?

### **Interview/Orientation Workshops**

- Has Tempe been able to recruit more qualified minority applicants?
- How has the process changed since three years ago?

### **MTS III**

- What is the Diversity Action Plan?
- What are the goals of the Diversity Action Plan?
- Do you feel the goals are being accomplished?
  - Why Not
  - How do you see it unfolding, working citywide?

- What would you do different regarding the Diversity Action Plan
- Does the Mandatory Supervisory Training (“MST”) program enhance diversity?
- Has Tempe’s culture changed since the audit?
  - If so, for the better or the worse?
  - Examples?

### **Diversity Office**

- Does the IDP program support Diversity?
- Is IDP good?
- Are women and people of color using IDP?
- Have their employment situations improved as a result?
- Have diversity goals been met?
- Do the supervisors know their responsibility?

### **Diversity Website**

- Is this an effective tool for employees, management?
- Why?
- Why not?
- How could it be improved?

### **5 Sided Partnership**

- Did the 5-sided partnership result in higher participation in organizational decision-making?
- Did the 5-sided partnership reduce the ‘adversarial’ tone to management-supervisor-human resources-employee relationships?
- Did managers, supervisors and employees work together to implement the diversity audit recommendations?
- How has the process changed since three years ago?

### **IDP**

- Does the IDP program support diversity?
- Are women and people of color using IDP?
- Have their employment situations improved?
- Have diversity goals been met?
- Do the supervisors know their responsibility?

### **Action Plan by Department**

- Have diversity goals of departments been met?
  - How so?
  - Has there been any backlash to the diversity program:

- Are supervisors and managers evaluated on diversity practices?
- Are they held accountable for implementing diversity policies and practices?

### **Field Trip (SR)**

- Were supervisors and managers required to:
  - Develop new and improved methods for communicating and working issues with employees?
  - Implementing recognition programs within their organizations?

### **Mediation Program**

- How many mediations have been conducted?
- Were follow ups conducted with participants?
- What lessons were learned from the participants?
- What changes were made?
- How are employees being informed of the program?
- Other

### **Mentor Program**

- How is Tempe going to ensure that the mentoring program is successful?
- How many mentors and mentees have signed up?
- Any success stories?
- What's the long-term goal of the program?
- How is Tempe going to avoid having mentoring wind up just like IDP, misunderstood and underutilized?